



United States  
of America

# Congressional Record

PROCEEDINGS AND DEBATES OF THE 104<sup>th</sup> CONGRESS, SECOND SESSION

Vol. 142

WASHINGTON, TUESDAY, MAY 7, 1996

No. 62

## House of Representatives

The House met at 12:30 p.m. and was called to order by the Speaker pro tempore [Mr. HOBSON].

### DESIGNATION OF SPEAKER PRO TEMPORE

The SPEAKER pro tempore laid before the House the following communication from the Speaker:

WASHINGTON, DC,  
May 7, 1996.

I hereby designate the Honorable DAVID L. HOBSON to act as Speaker pro tempore on this day.

NEWT GINGRICH,  
*Speaker of the House of Representatives.*

### MORNING BUSINESS

The SPEAKER pro tempore. Pursuant to the order of the House of May 12, 1995, the Chair will now recognize Members from lists submitted by the majority and minority leaders for morning hour debates. The Chair will alternate recognition between the parties, with each party limited to not to exceed 30 minutes, and each Member except the majority and minority leader limited to not to exceed 5 minutes.

The Chair recognizes the gentlewoman from Colorado [Mrs. SCHROEDER] for 5 minutes.

### THANK YOU, BUSINESS WEEK

Mrs. SCHROEDER. Mr. Speaker, I take the floor today to talk about what is going on in this country vis-a-vis sexual harassment.

As you know, in the past it has been career suicide for a woman to come forward and make any allegation of sexual harassment. But today, I want to congratulate Business Week. Business Week has made their cover story about this issue.

Mr. Speaker, I do not normally take the floor to congratulate anyone, but I think when the business press of Amer-

ica takes this issue this seriously, we should really congratulate them, because rather than trying to paint over the issue, paint over the rust and try and deny it, they are saying it is time we get on with dealing with this.

The reason it is so important is how they name the article: "Abuse of Power." That is what sexual harassment is all about. Abuse of power.

America hears all these jokes about, oh, we cannot joke with women. Yes, you can do that; for heavens sakes, we are all human beings. But where you cross the line legally is when someone who has power over you in the workplace, power over you, starts adding all sorts of things to your normal work day world that was not in the work contract. That abuse of power, that is what it is about.

In this article, they talk about what went on at Astra, the pharmaceutical where they found even the highest ranking CEO and officials, people who were to set the tone, and as you know, some of them have now been dismissed and moved on.

The Equal Employment Opportunity Commission tells us that in the last 4 years, from 1991 to 1995, there has been a 125 percent increase in the filings on sexual harassment.

Why this tremendous increase? Why this flood? Well, first of all, I think because we have not cracked the culture. We have not cracked the culture yet to explain why this is so important and why you cannot do this.

So, culture cracking becomes very critical, but secondly, Members of Congress, the Congresswomen, by taking the lead in 1991, passed a law that for the first time gave many more remedies to women who had suffered at the hands of sexual harassment, or men.

Obviously, there is a small percentage of men who may find themselves in this situation. I am not saying that women are pure. I guess there just are not as many women at the top. I hope

when they got to the top CEO positions they will not do this, but who knows?

Nevertheless, it is wrong if it is done to a man; it is wrong if it is done to a woman. There is no place for this in the workplace, and it is all about power, power, power, power. I hope people pick up this magazine and read it because it is very serious.

And I hope in workplaces across America, as we close in on Mother's Day, people realize these are mothers, these are sisters, these are aunts. We do not want people treating people that way in the workplace as a condition of keeping their job. So often they need that job for the family, and yet they are asked to do things that are not at all family friendly in anybody's book, just because somebody has the power to make them do it.

Mr. Speaker, we used to see this out West where some newcomer came into the bar and everybody shot at their feet to make them tap dance. Well, that is exactly what this type of sexual harassment is. Thank goodness women now have a tool and men have a tool to be able to go into the Federal courts.

I am terribly sorry that the EEOC is backlogged with these, and the Congress, of course the response is to continue to try to choke the EEOC down. I think we ought to have hearings on this. If Business Week has the guts to take this on, this Congress ought to have the guts to take it on.

If we see the EEOC is resource-starved, then we ought to get the resources to them. We ought to be handling these cases expeditiously and moving forward because it appears there is a whole opening of the floodgates on this. If we get these cases solved, if we get the resources to begin to move it, we will crack the culture. Hopefully, this will be something that we can start the 21st century without even having it in our culture anymore.

So, Mr. Speaker, I call upon the Members on the other side of the aisle

□ This symbol represents the time of day during the House proceedings, e.g., □ 1407 is 2:07 p.m.

Matter set in this typeface indicates words inserted or appended, rather than spoken, by a Member of the House on the floor.



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